

Message Text

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ACTION OES-06

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TAGS: AORG, APER, IAEA
SUBJECT: RECRUITMENT FOR IAEA PROFESSIONAL STAFF

REF: (A) STATE 343902, (B) 76 IAEA VIENNA A-351

1. MISSION IS GRATIFIED TO LEARN THAT ERDA HAS TAKEN STEPS TO STRENGTHEN IAEA RECRUITING ACTIVITIES, AS REPORTED REFTEL, AND WE HAVE INFORMED IAEA DIVISION OF PERSONNEL AND TECHNICAL ASSISTANCE (EXPERTS SECTION) OF CORRECT ADDRESS FOR ERDA CONTACT PER PARA 3 REFTEL.

2. SUCH ACTION IS PARTICULARLY WELCOME IN VIEW OF OUR STEADILY DETERIORATING POSITION, AS FAR AS PERCENTAGE OF U.S. NATIONALS HOLDING IAEA PROFESSIONAL POSITIONS SUBJECT TO GEOGRAPHICAL DISTRIBUTION IS CONCERNED. LATEST AGENCY STAFF LIST AS OF JANUARY 1, 1977 (INFCIRC/22/REV. 16) SHOWS A FURTHER SLIGHT DROP IN PERCENTAGE FROM AUGUST 31 FIGURES REPORTED REF B, I.E., 18.18 PERCENT TO 18.16 PERCENT, DESPITE AN INCREASE IN THE NUMBER OF U.S. NATIONALS FROM 62 TO 65 DURING THAT PERIOD. TOTAL STAFF SUBJECT TO GEOGRAPHICAL
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DISTRIBUTION INCREASED FROM 341 TO 358.

3. PERHAPS MORE DISTURBING, HOWEVER, IS FACT THAT SOVIETS HAVE BEEN MAKING SIGNIFICANT GAINS BOTH IN NUMBER (32 TO 36) AND PERCENTAGE (9.4 PERCENT TO 10.06 PERCENT) DURING SAME PERIOD. SOVIETS ARE CURRENTLY AT THEIR HIGHEST PERCENTAGE EVER.

4. COMMENT: WHILE WE BELIEVE QUALITY OF AGENCY STAFF IS MORE IMPORTANT THAN QUANTITY OF ANY PARTICULAR NATIONALITY, AND SEVERAL SOVIET STAFF MEMBERS WITH WHOM WE ARE FAMILIAR ARE REGARDED AS TOP-FLIGHT EXPERTS, WE ARE NOT RPT NOT PARTICULARLY HAPPY ABOUT A SITUATION WHERE, IN EFFECT, OUR LOSSES ARE TENDING TO BE THEIR GAINS. THIS IS ESPECIALLY TRUE IN CASES WHERE OUR LOSSES ARE BASICALLY OUR OWN FAULT, I.E., BY NOT RPT NOT PUTTING FORWARD HIGH CALIBER CANDIDATES OR NO RPT NO CANDIDATES AT ALL. MISSION BELIEVES SOVIET GAINS ALSO CAN BE ATTRIBUTED PRIMARILY TO AGGRESSIVE PERSONAL EFFORTS OF SOVIET AMBASSADOR EROFEEV OVER PAST SEVERAL MONTHS IN NOMINATING CANDIDATES FOR A WIDE RANGE OF POSTS, INCLUDING ALMOST ALL DIRECTOR-LEVEL POSTS FOR WHICH VACANCY NOTICES HAVE BEEN ISSUED, AND RELENTLESSLY PUSHING FOR THEIR APPOINTMENTS AT VARIOUS LEVELS WITHIN AGENCY FROM DG ON DOWN. MOREOVER, NOMINATING CANDIDATES FOR A LARGE NUMBER OF POSTS, TENDS TO INCREASE PRESSURES ON AGENCY TO ACCEPT AT LEAST SOME OF THEM, SINCE AGENCY IS THEN NOT RPT NOT IN A POSITION OF CONTINUALLY HAVING TO REJECT NOMINEES. EROFEEV HAS USED THIS TACTIC WITH SOME SUCCESS. SINCE EROFEEV, AS A FORMER DEPUTY DIRECTOR GENERAL FOR ADMINISTRATION IN UNESCO, HAS HAD CONSIDERABLE EXPERIENCE IN RECRUITING AND STAFFING MATTERS IN AN INTERNATIONAL ORGANIZATION AND CLEARLY IS AWARE OF THE DEGREE OF INFLUENCE EVEN LOWER LEVEL STAFF MEMBERS CAN EXERCISE IN THEIR LIMITED OFFICIAL USE

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POSITIONS, HE SEEMS TO BE PUTTING ALL THIS EXPERIENCE AND KNOWLEDGE TO WORK IN HIS CURRENT POSITION, AND APPEARS TO BE OUT TO MAKE A NAME FOR HIMSELF WITHIN HIS OWN GOVERNMENT IN THIS RESPECT BY SUCCESSFULLY AND DRAMATICALLY INCREASING SOVIET REPRESENTATION ON THE IAEA STAFF. BECAUSE OF THIS FACTOR, AND BECAUSE U.S. PERCENTAGE HAS BEEN DECLINING OVER THE PAST YEAR OR TWO IN ANY CASE, MISSION BELIEVES IT IS EVEN MORE IMPORTANT THAT U.S. STEP UP ITS OVERALL IAEA RECRUITING AND STAFFING EFFORTS, WITH AN OBJECTIVE OF INCREASING OUR PERCENTAGE TO 20 PERCENT OR MORE. WE ARE FULLY AWARE THAT THIS WILL INVOLVE A LONG AND CONTINUING PROCESS AND THAT THERE WILL BE SOME INEVITABLE LOSSES ALONG WITH OUR GAINS. IT SHOULD BE POSSIBLE, HOWEVER, WITH SUSTAINED AND DETERMINED EFFORTS TO ACHIEVE THAT GOAL BY END OF 1978 OR MIDDLE OF 1979. THE RECENT SHIFTING OF IAEA RECRUITING RESPONSIBILITIES IN ERDA AND THE ADDED MANPOWER THAT WILL BE AVAILABLE FOR THIS FUNCTION SHOULD GREATLY ASSIST US

IN THIS EFFORT. END COMMENT. STONE

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